

# Students in Transition:

## What you need to know about the Americans with Disabilities Act

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# Disclaimer

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# Civil Rights and Disability

- The ADA is a civil rights law for people with disabilities
- The law came about because people with disabilities fought for equal treatment
- Asks society to think differently about disability



# What is the ADA?

*“The ADA is the civil rights act  
of the future.”*

Justin Dart, Jr., A founder of the ADA

*“...The world’s first comprehensive declaration of  
equality for people with disabilities.”*

President George Bush, upon signing the ADA into law on July 26, 1990



# Five Titles of the ADA

## Title 1. Employment

Prohibits disability discrimination in all employment processes

## Title 2. Accessibility in public entities

Physical and program accessibility in state/local govt. entities

## Title 3. Accessibility in businesses

Physical and program accessibility in restaurants, hotels, stores, places of business

## Title 4. Telecommunications

Telephone and communications systems for the public

## Title 5. Miscellaneous

Protection from retaliation



# Do you have a disability under the law?

## What is a disability?

...A physical or mental impairment that substantially limits one or more major life activities.



# What's the Difference between HS and after HS?

- Change from entitlement to eligibility
- Increased responsibility for individual with a disability
- Learn as much as you can about:
  - Your strengths and weaknesses
  - What accommodations have worked for you in the past
  - How to talk about your disability in a positive way



# Disclosing your Disability

- Disclosure is a legally protected choice
- Think it through...what are the pros and cons?
- If you need a change at work or school to meet the requirements, you have to disclose your disability.
- Don't wait till its too late!



# Talking about Disability

- Talk about the positives
- Let people know what you need to succeed.
- Facing questions...



# Accommodations

- Your responsibility to ask if you need something different to succeed
- Why do you need something different?
- What worked for you in school?
- Where do you go for support?



# Think it through...

- What environment will you be your best in?
- What kind of teacher or manager do you need?
- What support do you need to be successful?



# Northeast ADA Center

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